

# **Exhibit A-** **NFLPA-11**



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NATIONAL FOOTBALL LEAGUE

Harold R. Henderson  
Executive Vice President

August 28, 2008

Via Facsimile & Overnight Mail

Harvey Steinberg, Esq.  
Springer & Steinberg, P.C.  
1600 Broadway, Suite 1200  
Denver, CO 80202

Lawrence P. Ferazani, Esq.  
NFL Management Council  
280 Park Avenue  
New York, NY 10017

Re: [REDACTED]

Gentlemen:

On Tuesday, August 26, 2008, [REDACTED] appeal of discipline imposed on him violating the NFL's Personal Conduct Policy was heard. This will set out the resolution of that appeal.

First, Mr. [REDACTED] will be suspended without pay for Denver's first regular season game. He will be eligible to be reinstated on Tuesday, September 9. He will also be fined an additional amount equal to 1/17<sup>th</sup> of his 2008 Paragraph 5 Salary.

Second, Mr. [REDACTED] shall be expected to comply with all treatment and counseling obligations in a manner fully satisfactory to Dr. Sara Hickmann. Any failure to do so will be grounds for additional discipline.

Third, Mr. [REDACTED] remains a repeat offender under the Personal Conduct Policy. Any further conduct inconsistent with that Policy shall subject him to additional and more substantial discipline. In that respect, if charges are brought against Mr. [REDACTED] relating to the incident involving him and [REDACTED] in Atlanta this past March, the Commissioner specifically reserves the right to impose discipline based on those charges and their disposition. It is also worth noting that, in the event of any future violations of the Policy, one factor that may be considered in imposing discipline is "prior or additional misconduct (whether or not criminal charges were filed). . . ."

We wish Mr. [REDACTED] well for the 2008 season and the balance of his NFL career.

Sincerely,

A handwritten signature in dark ink, appearing to read "Harold R. Henderson".  
HAROLD R. HENDERSON

HRH:fdt

cc: Commissioner Roger Goodell  
Tom DePaso  
Brandon Marshall